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Challenges of Growth



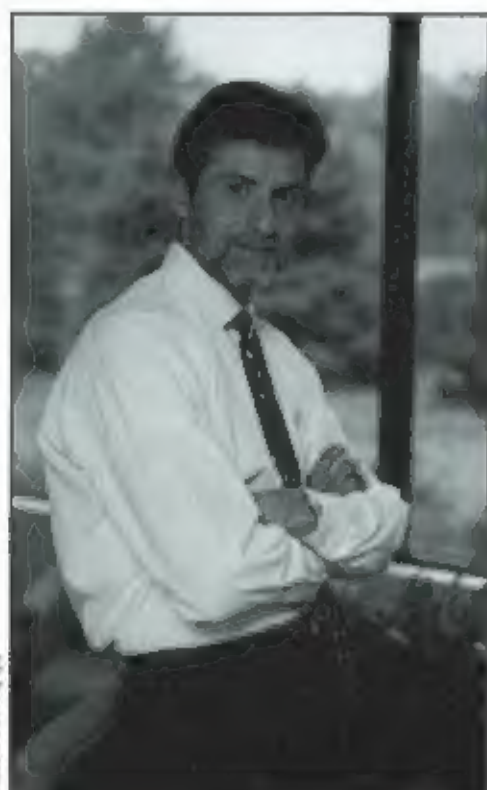


Photo: David V. Photography

Redeemer has a tremendous opportunity to move to the next level in its mission of providing Christian university education.

Growth with Integrity

Justin D. Cooper

How do we deal with the prospect of explosive growth due to the double cohort, Redeemer's growing reputation and the increasing interest in Christian university education across Canada—trends which could see our enrolment approach 900 students in just two short years?

This was the topic last November at the combined planning retreat of the Redeemer Board and the Redeemer Foundation Board, as they gathered to consider how to respond to this challenge, a one-time opportunity which will have a lasting impact on the future development of Redeemer University College.

Their approach can be summed up in the phrase, "Growth with Integrity." Redeemer has a tremendous opportunity to move to the next level in its mission of providing a Christian university education. There are three main principles which will guide the way we manage this growth:

- First and foremost, we are committed to strengthening our religious/confessional identity. Redeemer will continue to articulate clearly and cogently the Reformed Christian vision of a Scripturally directed liberal arts and sciences education which recognizes the comprehensive claims of the Gospel. This includes attracting faculty members who share this vision and reflect it in their teaching and scholarship.

- Secondly, growth will serve to enhance academic quality and

the campus community. These are the core values through which our identity is expressed. It includes maintaining high academic standards and fostering a caring and spiritually vibrant campus atmosphere which encourages students to grow in their faith in Christ, and attracting staff members who make this a reality.

- Finally, "Growth with Integrity" will continue to value stewardship and fiscally responsible management of resources and the close relations we have with our constituency, which are the context for carrying out our mission. Resources will need be raised and used in a responsible manner to move Redeemer to the next level. A key challenge in this area will be continuing our debt reduction program while also addressing the need for new facilities such growth will require.

It is important to share these values and challenges with our supporting community so that we can continue to serve our constituency and its students with a Christian university education. Only as Redeemer remains rooted in a faithful constituency will it remain faithful to its mission. We are counting on your faithful and prayerful support in order to respond to the tremendous challenge of *explosive growth* which is before us. As together we look to the Lord for His guidance and blessing, we are confident that we will be able to move forward and realize the vision of "Growth with Integrity."

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Images is published three times per year by the Communications and Media Relations Department of Redeemer University College in conjunction with the Alumni Association.

Ideas and opinions expressed in *Images* may not necessarily reflect those of the editors, the Alumni Association or the university college. Letters and editorial comments are welcomed. We reserve the right to edit submissions for content or brevity.

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Vol. 15 No 3.



REDEEMER
University College

Redeemer Images—Canada Post Sales Agreement # 40058170.
Canada Post Publication
Return to: Redeemer University College
777 Garner Road East, Ancaster, ON L9K 1J4

Cover: Growth is dynamic; it takes time and nourishment. Redeemer continues to look upwards to the source of its nourishment as it faces its own challenges of growth. Digital images by Darren Lampson.



Graduates (from left): Andrea Sinke, James Sinke, Michael Brink, and Amanda Speelman share a moment after the ceremony.

The Class of 2002

A record 122 graduates were honoured during the 17th Commencement of degrees this past May. Dr. Joel Nederhood, widely known for his 35 years of work with the "Back to God Hour" radio and television ministry gave the graduation address entitled "Citizens of the 9-11 World." Dr. Nederhood challenged the graduates to impact this world for Christ by demonstrating humility, boldness and joy. Rosalee Roth of Tavistock, ON reflected on her and her classmates' years at Redeemer.

Two graduates took home special awards: Lisa Scully of Burlington, ON, an Honours Biology student, earned the Governor General's Silver Medal for having the highest academic standing in her class, and Rosalee Roth, an English major who also graduated from the Education program, received the Faculty Award.

The Faculty Award is given annually upon recommendation of the Faculty to that graduate who best exemplifies academic excellence, Christian leadership, and active participation in the life of Redeemer.

The graduating class also gave something back to Redeemer that day, donating a number of stone benches that will be used to provide additional seating in the front quad.

Commencement marks the end of a student's life at Redeemer; this year also signals an important administrative change. This was the last time that Dr. Wytse van Dijk, as Vice President (Academic) read the names of the graduates as they walked across the stage. Dr. van Dijk has served that office for the past two years on an interim basis, and will be succeeded by Dr. Jacob Ellens, who assumes the role this July. Dr. van Dijk will return to teaching physics and mathematics at Redeemer. He also hopes to spend some more time doing



Award winners Rosalee Roth (l) and Lisa Scully.

research on nuclear physics at McMaster University, where he holds an appointment as Adjunct Professor.



Dr. Joel Nederhood returned to Redeemer to give the Commencement address; he gave the original opening convocation address in 1982.

Celebrating 20 Years of Blessings

It's hard to believe that it has already been 20 years since Redeemer, under the banner *Learning is for Serving*, opened its doors to 97 students at the old Bell Cairn Elementary School.

Much has changed since those early days on the beach—enrolment has grown more than seven-fold, the academic program, and the faculty needed to teach it, has expanded greatly, a beautiful campus has been constructed, and the operating charter has been amended twice, allowing increased degree-granting authority, and a change in the institutional name.

What is even more important are the things that have not changed over the years, such as the commitment to provide a quality university education that proclaims Christ's Lordship over and throughout all academic disciplines, and the incredible support of a community that faithfully upholds and sustains the institution and its students.

Looking back, it is clear that Redeemer stands as a testament to the Lord's providential care. To commemorate and give thanks for those blessings, alumni and friends are invited to a program marking Redeemer's 20th Anniversary on **Saturday, October 5, 2002**. Incorporating both the Alumni Homecoming activities and the Annual General Meeting, the day is full



Announcing the 1998 Charter Amendment with Toni Skarica, the MPP who sponsored the bill.

of events for all parts of the Redeemer community. On page 13, there is a full listing of the day's activities and a registration form.

The highlight of the day will be a dinner and program commemorating Redeemer's first 20 years. The cost of the dinner will be underwritten by sponsors, and a free will offering will be received towards reducing Redeemer's capital debt. Since seating is limited, those who wish to attend

are asked to return the Registration Form or to contact Doreen Van de Ban in the President's Office by September 13.

We hope you will join us! It is a milestone that could not have been reached without the generous support of those who have shared in Redeemer's mission over the years.

Other events planned to mark the anniversary include a special Opening Convocation on September 3, and a Business Open House on November 14. For more information on all these Anniversary events, please contact the Alumni and Community Relations Office.

REDEEMER UNIVERSITY COLLEGE

20 years

1982 - 2002



The original Francis Road residences.

Redeemer Students Earn Writing Awards

The English Department is proud to recognize five Redeemer University College students who have distinguished themselves through their writing this spring.

1. In the Christianity and Literature student writer's contest 2002:

Brett Dewing '02, of Warren Centre, PA, won first place in the Fiction category for his story "Before the Fall."

Danny Irvine '03, of Washago, ON, won third place in the Essay category for his essay "Personal Definition."

2. Two students have had essays chosen for inclusion in the upcoming edition of *Essay Essentials* (Nelson):

Danny Irvine, for his essay "A Tree Planting Manual."

Rita Klein-Geltink '04, of Cambridge, ON, for her essay "Genesis 3:6."

3. Two students have had essays chosen for possible inclusion in the upcoming edition of *The College Writer* (Houghton Mifflin):

Anita Brinkman '02, of Chatham, ON, for her essay "A Fear Born of Sorrow" (concerning September 11, 2001).

Ian van Leeuwen '04, of Listowel, ON, for his essay "Birth on the Farm."



At April's Closing Convocation, two students were honoured with the Student Life Award. Presented by the Student Life Department, the award recognizes students who exemplify a Christian commitment expressed in all areas of College life, academic diligence, and involvement in extra-curricular activities such as choir, theatre, athletics, and Student Senate. Award winners are concerned individuals who care about and have a positive influence on student morale, and who are student leaders who are respected by peers as well as faculty and staff. This year's recipients Wayne Parry '02, of Acton, ON, and Amunda Marissen '03, of St. Thomas, ON, were presented plaques by Dean of Students Fred Schat. Parry, participating in a Student Life promotion that day, accepted his award in his pajamas.

The Canadian Christian College Tour, representing over 30 different Bible Colleges, seminaries and Christian universities such as Redeemer, will be touring across Canada this year. This is a wonderful opportunity to explore the breadth of options available for those interested in post-secondary education from a distinctly Christian perspective.

Check out www.cccolour.com for venue and time in each city, and for location information outside of Ontario.

Friday, October 18 - Toronto
Saturday, October 19 - Burlington
Sunday, October 20 - London
Monday, October 21 - Kitchener
Tuesday, October 22 - St. Catharines

Wednesday, October 23 - Barrie
Thursday, October 24 - Peterborough
Friday, October 25 - Ajax
Saturday, October 26 - Ottawa

Scholar Athletes Recognized

Redeemer athletes commit much time and energy to their sports. Balancing the demands of participating on a varsity team with the rigours of university studies can be a challenge. As this past academic year drew to a close, a number of Redeemer athletes were recognized for their commitment to excellence in both their studies and their sport.

Canadian Colleges Athletic Association All Academic Awards

This award recognizes students who earn League All-star status in their respective Ontario Colleges Athletic Association Sport, and who maintain an academic average that places them on the Dean's Honour List. This year, three Redeemer athletes were honoured with this prestigious award:

Colin DeRaaf, *Men's Volleyball* (second consecutive year)

Colin was also selected as Redeemer's Male Scholar/Athlete of the year

Anita Kraft, *Women's Basketball*

Sharon Van Staalduijn, *Women's Soccer*

Sharon was also selected as Redeemer's Female Scholar/Athlete of the year



Ontario Colleges Athletic Association All Academic Awards

The OCAA All Academic Award is reserved for athletes who have maintained a high level of academics over the course of the year while competing within the OCAA. All eighteen of the recipients have achieved Dean's Honours List status at Redeemer University College.

Danielle Miedema, basketball

Isaac Van Huizen, basketball

Stephen Katar, Volleyball

April Laymes, Soccer, Indoor Soccer

Brenda Koetsier, Soccer, Indoor Soccer

Philip Proper, Soccer, Indoor Soccer

Rachel Bergeron, basketball

Colin DeRaaf, Volleyball

Anita Kraft, Basketball, Soccer, Indoor Soccer

Sharon Van Staalduijn, Soccer

Marie Stevens, Basketball

Christy Patterson, Basketball, Hockey

Tina Koopmans, Soccer

Tanya Middel, Volleyball

Karmyn Giesbrecht, Basketball

Ben Nywenig, Soccer, Indoor Soccer

Joleen Bosma, Volleyball

Peter Markus, Basketball



Royals Honour Their Own

The 16th Annual Athletic Awards Ceremony and Banquet, also known as The Boar's Head Supper, is an annual tradition honouring Redeemer athletes and coaches.

Awards for Most Valuable and Most Improved Players are handed out for each of the Varsity and Club sports in which Redeemer participates. And the highlight of the evening is the announcement of the *Athletes of the Year*, which recognizes outstanding performance, dedication and commitment.



For the second year in a row, the Female Athlete of the Year is **Anita Kraft '03** of Millgrove, ON. Kraft was Redeemer's MVP on the Women's Basketball team, where she was 11th in scoring with a 13.8 points per game average in the OCAA. She also played Indoor and Outdoor Soccer, where she was honoured as the West Region OCAA Women's Soccer Goalkeeper of the Year. Kraft also earned OCAA and CCAA All Academic Awards.

The Male Athlete of the Year is **Ken Mercer '03**, of Hamilton, ON. Mercer was an OCAA West Region All-star in Men's Volleyball, and was the OCAA All-star Volleyball game MVP. Ken demonstrated outstanding leadership and performance, and was selected as the MIP for Men's Volleyball at Redeemer.

We congratulate all of our scholar athletes, and thank them for their dedication to both their studies and their sport.

Managing Growth with Integrity

Redeemer Faces the Challenges of Rapid Expansion By Tim Wolfert

As Redeemer University College celebrates its 20th Anniversary this year (see related stories elsewhere), there will be ample opportunity to reflect on just how the institution has been blessed since those first 97 students started this grand adventure in faith on Hamilton's Beach Strip. The challenges of Redeemer's early years, such as having limited degree authority, inadequate facilities, and a lack of any institutional history or reputation, have, by God's grace, largely been overcome through the trail blazing work of students, a dedicated staff and faculty, and the incredible support of a community of believers who share the university's Christ-centred vision.

But as it looks back at its past, Redeemer will also have an eye on the future and a whole new, almost entirely different, set of challenges, some of which will be as daunting as those faced in its early days. In its infant years, a scarcity of students was seen as the root of many of Redeemer's struggles. But, like an adolescent, Redeemer's future will be impacted most dramatically by an incredible growth spurt.

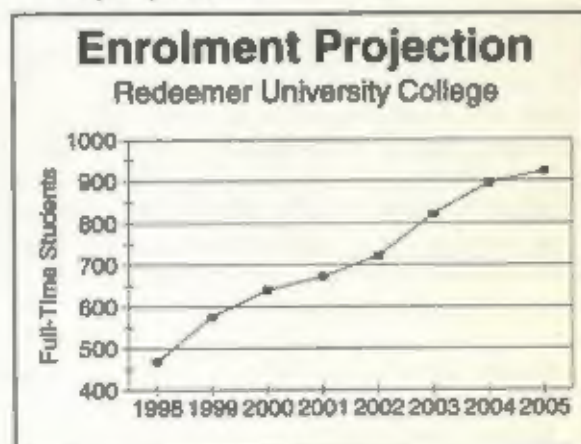
Redeemer and its governing bodies have spent much time exploring how this expansion will be managed. "Growth with Integrity" sums up the approach the institution will take as it charts the future. More than just a pithy catch phrase, it signals Redeemer's stated goal of remaining faithful to its mission through the many challenges that it will face in its next 20 years.

Too Many Students?

Redeemer University College is getting ready to experience what President Cooper refers to as "explosive growth." Although enrolment has continued to rise since the charter change in 1998, the rate of growth will spike in 2003 with the arrival of the so-called "double cohort." As a result of high school reform in Ontario, there will be a double graduating class of Ontario high school students in 2003—one group will be completing the current program of OACs and a second group will be completing the new 4-year secondary school program. This will put an incredible strain on all colleges and universities in Ontario, including Redeemer, which is expecting its enrolment to approach 900 students by the 2004-05 academic year (see chart).

The double cohort is not the only factor contributing to Redeemer's enrolment increase. "If you look at a graph projecting university enrolment in Ontario over the next ten years," notes Marian Ryks-Szelekovszky, Senior Director of Admissions and Student Services at Redeemer, "it is projected to continue rising well beyond the 2003-07 bulge. Not only will there be many more university-age students, but the participation

rate—the percentage of those students who choose to attend university—is also rising." According to information compiled by the Ontario Council of Universities from the Ministry of Education and Training and PricewaterhouseCoopers, almost 90,000 more people in Ontario will be seeking university education by the year 2010.



Beyond that demographic demand, Dr. Cooper cites a number of other reasons why Redeemer is poised for the greatest period of growth it has ever experienced. "The charter changes of 1998 (which gave Redeemer expanded degree-granting authority) and 2000 (which allowed Redeemer to use 'university' in its name), gave the institution increased legitimacy in many circles," he notes. "That built on the incredible work that our graduates and faculty have done in getting Redeemer recognized in the university community and in the public at large. I can't stress enough how important those contributions have been in raising the profile of Redeemer, which in turn has led to an increased interest by students, especially from non-traditional sectors."

But will there be room for all those interested students? Redeemer's strategy for dealing with the double cohort allows for an enrolment increase that is responsible and an admission process that is fair to all students. "We are planning to increase first-year enrolment by 30% in 2003," says Ryks-Szelekovszky. "We believe that we can ensure the quality of our program and, just as importantly, maintain the type of community that our students value, with such an increase." That means Redeemer has plans to accommodate up to 290 qualified first-year students next September. If the Admissions Office receives more than 290 qualified applications, students will be placed on a waiting list. "We have decided to use a 'first-come, first-served' approach for next September," says Ryks-Szelekovszky. "It is, in our view, the most equitable way of dealing with the large

number of applicants."

According to Registrar Richard Wikkerink '87, it is important to realize that Redeemer is not changing its admissions policy in response to the double cohort. "Our goal remains to provide a quality Christian university education that is available to as many people as possible. We will continue to maintain admissions standards that serve students from a variety of academic levels and who have a desire to participate in the Christ-centred mission of the institution."

They will come -- but can you afford to build it?

Redeemer's campus was originally designed for 500 students and is now serving 750. Although there is enough classroom space to handle the first year of the double cohort, after that, according to Wikkerink, there will be a problem. The crunch will also impact non-classroom space—food service and athletic facilities are already beyond capacity, the library needs to expand, lounge and other recreational space is at a premium and, of course, Redeemer needs to house many of those new students as well.

Redeemer's long range master plan (printed on the back cover) is designed to accommodate up to 1500 students over the next 20 years. However, before any new buildings can be constructed, or any additions can be considered, there is an underlying issue that first needs to be addressed. "We can't add so much as a port-a-potty to this campus without doing an extensive overhaul of our sewers," says Bill van Staalduinen, Vice President (Advancement), his tongue just barely in check.

Infrastructure needs for sewer, water, roads and parking are being included in plans for the next 3 years of campus development. Those plans—which include the construction of an additional residence and an expansion of the academic building—are already being drafted. The goal is to begin this new building boom this fall so that Redeemer will be ready for the influx of students in 2003.

The financial management of such growth will be a challenge. Having more students may mean more tuition revenue, but that goes into the operating budget and does not cover the capital cost of new buildings and infrastructure. In fact, Redeemer has pledged to keep tuition increases reasonable while maintaining, and even enhancing, the amount of financial aid it makes available to students. "Our financial aid budget is directly tied to the tuition budget," notes President Cooper. "Accessibility has to remain a hallmark of a Redeemer education, even if we are blessed with more applications than available space. We will not just sell classroom seats to those who can afford it."

Likewise, Redeemer cannot expect its traditional support



Like 1986, Redeemer's campus could soon see more construction.

Photo: Redeemer Archives

community to continue to shoulder the load on their own. "Our friends and donors have told us that they will continue to support Redeemer," notes van Staalduinen. "We are grateful for, and encouraged by, their faithful giving. But as Redeemer's impact expands into new communities, we are going to be looking to them to help us meet the needs of providing a Christian university education."

Redeemer is also exploring ways to be better stewards of those gifts. "There will always be a need for community support," says Cooper, "but we want to direct the bulk of donations toward capital needs." To do that, Redeemer is exploring a variety of ways to generate and save money for the operating budget, such as using technology to streamline work, enhancing the potential of related business opportunities (especially as they might be designed into new campus development), finding alternative arrangements to finance some of the new capital development, and continuing to exercise fiscal prudence.

Redeemer's long range master plan is designed to accommodate up to 1500 students over the next 20 years.

Who will be at the lectern?

Beyond the need for bricks and mortar, Redeemer is also faced with the challenge of finding the faculty to teach the impending influx of new students. It is something that Dr. Wytse van Dijk has been deeply immersed in throughout his two year tenure as Vice President (Academic). "All universities are facing a faculty shortage," notes van Dijk. Indeed, the Council of Ontario Universities predicts that an additional 11,000 faculty members will be needed by 2010. "At Redeemer, we are faced with the additional challenge of finding candidates who are not only qualified academically and professionally, but who also share in the religious identity of the institution." Just to keep up with enrolment increases, and not accounting for retirements and other changes, Redeemer will be seeking to hire 17 new faculty by 2008.

Redeemer has been aggressively recruiting candidates for a number of years, in some cases contacting them before they have even finished their graduate studies. "We are starting to do a better job of tracking graduate students who might be interested in teaching at Redeemer," says van Dijk, "including our own graduates." A policy of hiring the best available candidate, even if it means altering the planned hiring schedule, has given



van Staalduijn, Cooper, Mayor Robert Wade, and then Student Senate President Graham Cubitt at the dedication of Augustine Hall. New residences will be needed to accommodate student growth.

Redeemer the flexibility to offer positions to new faculty as they become available. There is evidence that these initiatives are working—Dr. van Dijk notes that over the last 2 years, Redeemer has posted 12 tenure-track positions and filled 10 of them.

Creating a great faculty doesn't automatically occur when a contract is signed, however. There are a number of programs in place which encourage faculty to develop not only their research interests and teaching, but also to develop a Biblical perspective on their discipline. "Redeemer is quite intentional about this," according to van Dijk. "In fact, the Board recently approved an additional requirement for faculty seeking tenure. They will need to submit a paper that addresses, among other topics, the foundational questions of how Christ impacts his or her discipline. A rigorous commitment to a reformed Christian worldview is something that will not be compromised as we expand our faculty." To that end, Redeemer is developing a new identity statement to express its religious mission in Biblical and contemporary terms.

How will this Great Growth be Governed?

Rapid growth will also have an effect on the governance of Redeemer and how it operates. Martin Mudde, who has served as the Chair of Redeemer's Board of Governors for the last three years, says that the speed of change will only continue to increase as Redeemer grows, making management more challenging. "Growth means change, and people resist change. For the administration, it will mean adapting to different organizational structures and ways of doing things." Mudde sees the purchase of a new administrative data system as a good indication of the type of investment that has been taken to enable Redeemer to effectively manage the projected growth. He also thinks that the role of the Board of Governors will be impacted: "The Board itself will be challenged because it will be required to make important decisions more quickly. It becomes imperative that they keep focused on the goal and mission of the institution, and on the community that supports it."

The challenges that Redeemer faces over the next few years are significant. And, truth be told, there is a certain amount of uncertainty in how each challenge will eventually be addressed.

Cara De Gier of Cambridge, ON, is a Grade 11 student at Woodland Christian High School—one of those in the "dreaded double cohort." A steady, but, by her own admission, not spectacular student, Cara is interested in attending Redeemer next year, but she is concerned about the impact of the dramatic enrolment increases. She wants to know what to do to ensure that she will be considered for admission.

Marian Ryks-Szelekowsky, Senior Director of Admissions and Student Services at Redeemer, responds:

Cara has already done one of the most important things—she has taken the initiative early in the admissions process. Because Redeemer will be using a date-based system to determine which of the eligible applicants will be offered admission, students in Cara's position will need to act quickly. To ensure her application gets proper and timely consideration for admission, Cara should also:

- apply for admission early in the fall of 2002;
- make sure that her entire application package is sent to the Admissions Office, including reference forms that others need to complete on her behalf;
- be mindful of all deadlines, such as those for the Foundation Scholarships (Jan. 31) and Financial Aid (Feb. 28);
- respond to her Offer of Admission, apply for on-campus housing (if required), and send in her Enrolment Deposit promptly; these are the key steps in securing a spot

Like any other applicant, Cara and her parents should take advantage of the expertise of her Admissions Counsellor, a wonderful resource for all things relating to Redeemer. This year more than ever it will be important for students to be informed and pro-active in the admissions process.

But uncertainty has been a constant at Redeemer, even before the first student ever enrolled. "If we had always waited until we were absolutely sure we could handle every scenario, recruit 'enough' students, pay every bill, and find each faculty member, there would never have been a Redeemer in the first place," notes van Staalduijn. "Redeemer has always been an expression of faith, and God has blessed those efforts."

Dr. van Dijk agrees, "We need not grow just for the sake of growth; we serve a community of believers, and our role is to provide them with the quality Christian university education that more and more of them are seeking. As long as we are faithful to God and that community we can step out in faith, knowing that God will be there to meet our every need."

A Branded Man

by Brett Dewing '02



How does a Theatre and English major end up selling advice in the boardrooms of corporate Canada? That's just what Dennis van Staalduinen '94 is doing, and he's more sur-

prised than anyone. Before coming to Redeemer in 1989, van Staalduinen studied Theatre at Canterbury High School for the Arts in Ottawa. At the time, he was heavily involved with performing arts in Ottawa, including leads in high school shows, a spot on the national champion improv team, some professional stage work, and a featured role on the TV series "Denim Blues." It seemed that he was heading for a performing career.

Upon graduation however, van Staalduinen faced a choice: he was accepted at Redeemer, but also in the prestigious Musical Theatre program at Sheridan College. He says, "I realized that God was giving me a choice: try to become a professional performer right away or get a university degree." He chose Redeemer.

As he discovered, liberal arts suit him well. In addition to extra-curricular activities—Redeemer theatre, the choir, editorships of the *Minstrel* and *CROWN*, and intramural sports—he also enjoyed courses from English to music to physics, and even managed to maintain a Dean's List average. At graduation in 1994, he was "surprised and blown away" to receive the Faculty Award.

After graduation, van Staalduinen did design and desktop publishing for the Redeemer Community Relations department, followed by three years as a writer and "product evangelist" for Ottawa software maker Corel, and then two years as a marketing communications manager for a Nortel spin-out called Channelware. When this company became NetActive, he got a chance to manage his first corporate re-branding project.

van Staalduinen always urges his clients to build values into their brands—to have them stand for something beyond dollars and cents.

"Suddenly I realized that branding was what I wanted to do. With branding, creativity meets practical business strategy."

At the end of 2000, van Staalduinen founded Brandvelope Identity Marketing (www.brandvelope.com) to pursue the specialty full-time. As a consultant, he helps his clients capture customers' imaginations through names, logos, tag lines, and product strategies.

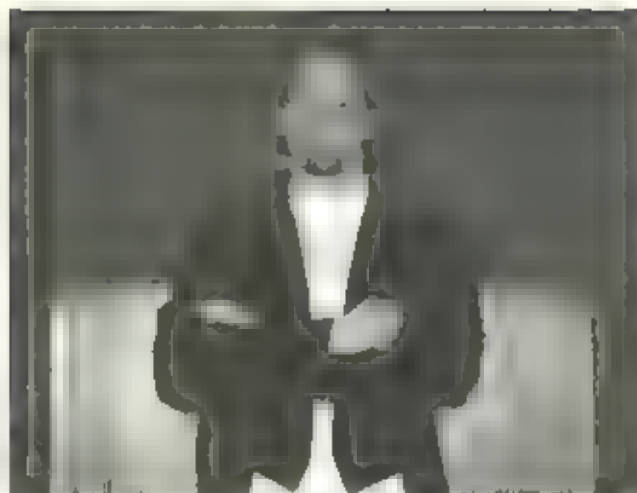
Last year, Brandvelope managed a 10-month project to transform Ottawa's JetForm—4th largest software company in Canada (2000)—into Accelbio Corporation. "That was a tough one. I had to manage 35 teams at head office and 10 in Europe and Asia/Pacific to secure the new name, logo, and trademarks, but also to re-engineer the products, re-organize inventory systems, create new sales and marketing procedures, and carry out worldwide launch events on September 12th 2001—of all days."

Since then, Brandvelope has been working with a number of other companies—including recent clients that offer infection control training, ultra violet floor coating, business coaching, and even a small chain of hot-dog stands.

van Staalduinen always urges his clients to build values into their brands—to have them stand for something beyond dollars and cents. "We think of corporations as faceless, value-less entities, but in the cubicles and boardrooms are real people—many of them Christians—who want to do good in this world. I encourage them not to see their brand as their image, but as their character and the promises they make to their customers."

Performing has become a weekend passion for van Staalduinen. He still hits the stage once a year with Ottawa musical theatre groups, with leads in *Pirates of Penzance*, *Man of La Mancha*, and *Company*, among others. He's also a regular feature at cabarets, coffee houses, and in his dramatic children's messages at Church of the Ascension (home to fellow Redeemer alumni) Shawn De Ruaf '96, Alison Geesik '95, Trish Wind '90, and Mike Bulthuis '96).

So did he make the right choice when he chose Redeemer? "Absolutely," says van Staalduinen. "No school in the world offers a program in what I do. What I needed was a flexible, adaptable set of critical skills, and a challenging environment that forced me to think from a Christian perspective, and that's exactly what I got."



Alumni Choir director Rob Boer has recently accepted a position in the Music Department at Mount Allison University in North Carolina.

Alumni Choir Goes Solo

On Saturday, May 11, the Redeemer Alumni Choir hosted a concert at the First CRC in Hamilton. After performing with the Redeemer Concert Choir for a number of years, this was the first time the Alumni Choir was in concert by itself. There was an excellent turnout, and the music was very much appreciated by all those in attendance.

Directed by Rob Boer '92, the 16-voice ensemble performed repertoire covering a wide variety of styles and periods. The choir was accompanied by a small string section and an organist for a number of pieces. The program also featured solos by Fred De Haan '92 (piano) and Carolyn Stronks-Zeyl 'x90 (flute).

The Alumni Choir had been rehearsing for this concert every other Saturday since January, with Boer offering advice and suggestions via a website that he developed. Dr Chris Teeuwssen also spent many Saturday afternoons working with the group in preparation for the concert.

The Alumni Choir is another example of how Redeemer's musical program is used as a powerful testimony of the work that Redeemer students, current and former, do to God's glory. The Alumni Choir plans to perform again at Redeemer's 20th Anniversary celebrations on October 5. Any former Concert Choir members who wish to participate in the Alumni Choir are asked to contact the Alumni Office at Redeemer.

Homecoming 2002

All former students are invited to Homecoming, hosted by Redeemer University College and the Alumni Association, on Saturday, October 5, 2002. We hope that you and your family will join us for a great day of activities and reminiscing as we celebrate the education and the friendships that were part of our time at Redeemer.

As you can read on page 5, this year's activities will also incorporate Redeemer's 20th Anniversary celebrations. Although we will be recognizing the Pioneer Class, as well as the Classes of '82, '92, and '97, it is important to remember that all alumni, no matter when they left Redeemer, are invited to campus for this special event.

The registration form and the schedule for the day's activities are on the facing page. Please register before September 13!

Elections for New Members of the Alumni Board

Four members of the Alumni Board are completing their terms of service on behalf of the Association this year. We thank Mike Bax, Rick Schenk, Stacia Vong-Hogeterp and Doreen (Van der Heide) Van de Ban for their years of service to Redeemer and the Alumni Association.

As per the Alumni Association's Constitution, all alumni are eligible to cast a ballot for the election of new Board members. The following procedures shall be used to cast a ballot:

- Members shall mark and sign their ballot and mail it to the Alumni Office by Labour Day.
- Members may submit ballots via e-mail to alumnioffice@redeemer.on.ca, provided that their name and address appear on the e-mail message received.
- All ballots will be stored until the Executive meets to count the ballots. This meeting will take place after Labour Day and prior to the Homecoming celebration, (normally held on the third Saturday of September).

An alumnus of Redeemer University College is someone who has successfully completed eight courses.

The following alumni (see page 16) have been nominated for election to the Board. Alumni are asked to select 4 (four) names and return their signed ballots to the Alumni Office by September 3, 2002.

In conjunction with Homecoming, all alumni and friends of Redeemer are invited to help celebrate Redeemer's 20th Anniversary on October 5. In order to prepare for the day, please complete the following Registration Form and return it to the Alumni and Community Relations Office at Redeemer by **September 13**. If you have any questions, or would like some more information, please contact the Alumni Office by phone (905-648-2131 Ext. 4292) or email alumoffice@redeemer.ca. We look forward to celebrating with you!

20th Anniversary/Homecoming 2002 Registration Package

I/We plan to participate in the following:

12:00 - Registration and Welcome Desk opens

Check out the displays featuring the Pioneer Class and the graduates of '87-'92, and '97.

☐ 12:30 - Lunch

A kid-friendly sit-down meal in the Cafeteria. There will be tables set aside for each of the honoured classes.

___ @ \$7 per person

___ @ \$5 per child under 12 (kids under 5 free)

___ @ \$20 per family

Make cheque payable to Redeemer University College

☐ 2:00 - Homecoming Activities (open to all)

Slide shows focusing on each of the featured classes, and a Redeemer-inspired trivia challenge, emceed by Prof. Hugh Cook will highlight the afternoon. During this time, Redeemer will provide activities for young children. If you would like to take advantage of this free service, please include the names and age of the children who will be attending.

☐ 3:30 - 20th Anniversary Community Social

Everyone present is invited to share in coffee and cake.

☐ 4:30 - Annual General Meeting

Redeemer's business meeting for Members of the university.

☐ 6:00 - Dinner

Includes a program commemorating Redeemer's 20th Anniversary. No charge, but an offering will be taken for debt reduction. *Please respond by September 13.*

☐ 8:00 - Alumni Choir Concert

A free concert featuring Redeemer's Alumni Choir.

Name(s):

Children's names and ages (for the afternoon children's activities):

Address:

Phone:

E-mail:

Alumni Board Elections

☐ Alan Burman '88 (History)

Alan is a Grade 7 teacher at Calvin Christian School in Dundas.

☐ Claudia (Dana) De Haan '90 (Social Studies Group)

Claudia is teaching part-time at Covenant Christian School in Smithville.

☐ Elaine DeVries '93 (English)

Elaine completed an M.A. in English from the University of Toronto (1995) and is now teaching English and Social Studies at The Yorkland School.

☐ Matt Holmbeck '91 (History)

A former Student Senate representative to the Alumni Board, Matt is currently teaching at Toronto District Christian High School.

☐ Kevin Holmick '96 (Psychology and Business)

Kevin teaches Computer and Business courses at Woodland Christian High School.

☐ Alma Rivers-Pittaway '92 (Biology)

After completing a MSc at the University of Toronto, Alma splits her time between teaching highschool science with the Hamilton-Wentworth Board and being a part-time lab instructor at Redeemer. She is currently enjoying a maternity leave with her third child.

☐ Danielle (Daniela) Vander Acker '98 (Business)

Danielle is currently on maternity leave from her job at Mission Services in Hamilton.

☐ Steve Willmott '85 (Business)

Steve studied law and business at Osgoode Law School/York University, graduating with a law degree and MBA in 1999. He is practicing corporate/commercial, municipal and estate law at Parry Law, and Warring in Cambridge, ON.

Signatures (required):

Please return to the Alumni Office by September 3, 2002.

Strong and Courageous

Heather Strong's open personality and empathy brings healing to the Redeemer Community

by Amy Hilborn '03

When she arrived at Redeemer, Heather Strong, like an estimated one in ten women, had an eating disorder. After making tremendous strides in her own recovery in part through participating in an on-campus support group, she developed a passion to lead and help others facing the same struggle.

The support group at Redeemer that Heather now leads is called "Spec" which is the Greek word for "hope." Heather believes this is appropriate because so many people with eating disorders feel that there is no hope. "The support group really helped me," she says. "I wasn't stuck anymore—there was hope that I could get through this! Professionals can tell you all they want, but somehow you have more respect for someone who has gone through it themselves and survived!"

For nearly three years, Heather has worked with the group. According to her, one of the common traits shared by people with eating disorders is that "they feel like they are alone and that no one else is struggling with their problem." This is particularly true at a Christian university like Redeemer. "Being a Christian, everything is supposed to be perfect and wonderful. There is no room for an eating disorder." Attendance at the eating disorders group at Redeemer fluctuates weekly, however, Heather knows "there are many other students that are struggling with it, but are too scared to join. More so in a Christian environment, because people think, 'I'm a Christian, I should not be dealing with this. I have God in my life, He should be my focus, not my body or food!'"

One of the common traits shared by people with eating disorders is that they feel like they are alone and that no one else is struggling with their problem.

Working closely with the Student Life Department, especially with Resident Life Director Eileen Fallon, Heather has organized workshops about eating disorders for Redeemer's residence staff training week, giving them information about, and helping them recognize these disorders. This year, Heather also organized a panel discussion on eating disorders. The room was overflowing with more than fifty people, and after the discussion, more people joined the support group. The success of this year's panel both shocked and delighted Heather, who wanted to use it as a tool to raise awareness within the Redeemer community.

This year, Heather was involved in Redeemer's Active Living



promotion, organizing seminars on healthy living. She has written several papers dealing with eating disorders, and has contributed a chapter for Physical Education Professor Dr. Byl's upcoming textbook on health and wellness.

This desire to help people has become Heather's passion in life. She hopes to become a knowledgeable professional who has also experienced the pain of an eating disorder. Heather graduated from Redeemer this year with an Honours in Kinesiology and a minor in Psychology, and plans to do a Masters in Kinesiology and Social Work. She also hopes to continue writing about eating disorders and wellness issues.

Heather concludes, "It is a long road to recovery, but God is faithful! Seek counseling, talk to a physician and find yourself a support group." The Bible verse that has given Heather strength and inspiration is Joshua 1:9, "For I have commanded you to be strong and courageous for the Lord your God will go with you wherever you go." This is certainly true in Heather's case.

Good Question!

by: Rita Klein-Geltink,
Manager of Gift Planning

Like Xerox, Nortel, Enron—simply uttering these names may cause an investor undue stress. But fortunately, not all listed securities have fared so poorly. If you own publicly traded securities you should consider the advantages of using these shares as part of your gift planning strategy.

What tax incentives exist for the donation of publicly traded securities?

Before answering that question, let's review some of the terminology involved. Listed securities include stocks, bonds, bills, and mutual funds traded on approved stock exchanges. When you dispose of these securities, the fair market value (FMV) at the time of disposition is used to calculate your capital gain. Half of this capital gain must be included as income and is taxed accordingly.

Now, to answer the question: If you choose to donate your shares to a charity such as Redeemer University College, additional tax incentives apply. Individuals and corporations who donate publicly traded securities will only have to include in their income, and pay taxes on, 25% of the capital gain on these gifts. Canada Customs and Revenue Agency states that "the combined federal-provincial tax assistance on such donations of securities may rise to as much as 64% of the value of the gift (CCRA, RC4142). The donor still receives a charitable receipt for the total value.

Consider the following scenario. Suppose that a friend of Redeemer University College purchased 1000 shares some years ago at a cost of \$10 per share (total purchase price was \$10,000). The stock is currently valued at \$110 per share (total FMV of \$110,000). We'll assume a marginal tax rate of 46%. Now, refer



Photo: © Getty Images

to the table to consider the advantages of donating the actual stock over selling the stock and donating cash to Redeemer.

As this illustration shows, there is an additional tax saving of

		Cash gift of \$110,000	Gift of Shares (FMV) \$110,000
1	Capital gain	\$110,000 - \$10,000 = \$100,000	\$110,000 - \$10,000 = \$100,000
2	Taxable capital gain	\$100,000 x 50% = \$50,000	\$100,000 x 25% = \$25,000
3	Tax on gain (46% bracket)	\$50,000 x 46% = \$23,000	\$25,000 x 46% = \$11,500
4	Charitable receipt for gift	\$50,000 x 46% = \$23,000	\$25,000 x 46% = \$11,500
5	Tax credit realized from donation receipt	\$110,000 x 46% = \$50,600	\$110,000 x 46% = \$50,600
6	Tax on gain (from line 3)	\$23,000	\$11,500
7	Net tax savings (line 5 - line 6)	\$27,600	\$39,100

\$11,500 when gifting shares rather than selling the shares and giving cash. If you would like more information on this excellent gift giving option, please contact us at Redeemer University College: 1-877-779-0913 or giwardship@redeemer.on.ca. No obligation, no cost.

"Good Question" is a regular feature of Redeemer University College's "Images"



Dr. van Dijk (l) and President Cooper congratulate Dr. MacLarkey

MacLarkey Retires

Dr. Robert MacLarkey, Associate Professor of Sociology, became the first Redeemer professor to retire when he stepped down from his position after 16 years of service. In a ceremony honouring Dr. MacLarkey and his wife Susan, President Cooper thanked Dr. MacLarkey for his work in creating and developing a Sociology and Social Work department at Redeemer, often working without the benefit of other trained sociologists. Vice President Academic Dr. Wytse van Dijk noted MacLarkey's commitment to Redeemer scholarship, his attention to details in academic administration, and his dry sense of humour.

Dr. MacLarkey was granted emeritus status and is looking forward to travelling and continuing his research. Not quite able to keep Redeemer out of his system entirely, Dr. MacLarkey will return to teach the occasional course on a part-time basis.

Sociology major Heather Sinnema '99 reflects on her time in Dr. MacLarkey's classes

By the time I got to my second year at Redeemer, I thought I'd better make a decision on a suitable major. My eye fell upon Sociology, and not knowing quite what it entailed (although the name sounded intriguing), I decided to check out the course offerings. Canadian Society, Sociology of Work and Occupations, Urban Sociology, Crime and Deviance. Wow!! In my excitement, I launched into the major, thinking it would be a breeze. Was I ever wrong! With Dr. MacLarkey as professor, each of the courses brought a new challenge: loads of reading, in-depth theory, fascinating discussions, well-researched lectures, small group work, and creative assignments.

Dr. MacLarkey, soft-spoken and thoughtful, was one to choose his words carefully. Yet there was always a spark to his lectures that made us students listen attentively and often jump in with a comment of our own. He made a conscious effort to supplement his lectures with

group work, skits, and video clips—all of which encouraged us to be active participants in class. I also appreciated Dr. MacLarkey's sense of social responsibility as a Christian. He stood in support of the Jubilee 2000 Initiative for debt-relief for developing countries, and in class he often mentioned organizations such as the Christian Labour Association of Canada, whose focus on redemptive work in society stands in contrast to their secular counterparts.

I remember one course in particular, Sociological Research Methods, that made a permanent impression on me. I dreaded this, for it involved in-depth interviewing of 10 people on a certain topic, but in the end it was one of the most rewarding courses I have ever taken. Dr. MacLarkey not only taught us how to conduct a good interview and what kinds of questions to ask, but he also instructed us on methods of evaluation and synthesis of our results. We knew that he valued our work as he always insisted that we hand in two copies of our papers (one to return to us and one to keep for himself).

Dr. MacLarkey, congratulations for 16 years of dedicated service at Redeemer—you have made a lasting impression!



Professor of Physical Education and squash aficionado Dr. John Byl prepares to engage in some more research

Byl Inaugural - Playful Sport?

"A warm and congenial gathering of colleagues, family, friends, students and former students." That is how one observer described the inaugural of Dr. John Byl who was promoted to the rank of full professor in a ceremony on Friday, April 5. In a program that was prefaced by a background video of games and sports play, framed by songs of faith and worship, and highlighted by Dr. Byl's address, the inaugural was a poignant reminder that a Christian university education involves not only Christian students but dedicated Christian professors who progressively develop a Christian approach to their discipline.

One particularly interesting aspect of Dr. Byl's lecture was a table or matrix demonstrating how the fruits of the Spirit, as defined in Galatians 5:22, may be evident in playful games, sports and general athletics. Using the fruit of patience, for example, in the context of a playful game, the Christian shows patience with all players and is encouraging to them. He or she, in a sport, is patient with a less able teammate. In a general athletic sense, such patience is manifested in working

to achieve goals or to heal from injuries. Judging from the warm response of his audience, the Spirit's influence on Byl's life and scholarship was evident and appreciated by the Redeemer community and other guests attending. |

New Faculty Appointments

Redeemer University College is pleased to announce several new tenure track faculty appointments. We are very pleased to welcome these professors to the Redeemer community and are confident that their contributions will be a blessing to our students and faculty.

Dr. Timothy Epp from Dundas, Ontario has accepted a tenure track position as Assistant Professor of Sociology beginning July 2002. He received a Bachelor of Arts (Honours) and a Master of Arts in Anthropology from McMaster University, and his Ph.D. in Social Anthropology from York University. He has been a Teaching Assistant at both McMaster and York Universities as well as a Course Director at the University of Guelph and York University.

Ms Johanna Kuyvenhoven, (Hiemstra) from Vancouver, British Columbia has been appointed to a tenure track position as Assistant Professor of Education beginning July 2003. Ms Kuyvenhoven has a Bachelor of Arts (Summa Cum Laude) from Western Michigan University, a Master of Arts from Trent University and is presently completing her Ph.D. at the University of British Columbia. She is a well-known storyteller and a member of *Storytellers of Canada*. Her teaching career includes experience at Durham Christian High School, Bowmanville, Heritage Christian School, Lindsay, Wukari Government Teachers College, Nigeria, teaching courses at Trent University and

Calvin College and literacy work in Sierra Leone.

After teaching courses at Redeemer on a part-time basis for four years, **Mr. Derek Schuurman** of Hamilton has accepted a tenure track appointment as Assistant Professor of Computer Science, beginning January 2003. Having received a Bachelor of Applied Science and a Master of Applied Science in Electrical Engineering from the University of Waterloo, Mr. Schuurman is presently completing his Ph.D. in Electrical and Computer Engineering at McMaster University.

Before coming to Redeemer as a Sessional Assistant Professor of Psychology in 2001, **Ms Brenda Stephenson** worked primarily with late-adolescents and adults as a Psychotherapist in a private practice in Johannesburg, South Africa. She has now accepted a tenure track appointment as Assistant Professor of Psychology, beginning in July 2002. Ms Stephenson received her Bachelor of Arts in Social Work and Psychology from the University of Natal, Durban, a Bachelor of Arts (Honours) in Social Work from the University of South Africa, a MA in Psychology from Wheaton College, Chicago and is presently completing her Ph.D. studies at Essex University in the United Kingdom.

Another addition to the Education department is **Mr. Dirk Windhorst** of Stoney Creek. His tenure track appointment as Lecturer in Education begins July 2002. He received his Bachelor of Arts (Honours) from McMaster, his Bachelor of Education from the Ontario Teacher Education College in Hamilton, a Master of Education from Brock University and is presently enrolled in a Doctoral program in educational studies run jointly by Brock, Lakehead, Western and Windsor Universities. Before coming to Redeemer as a Sessional Lecturer in 2001, Mr. Windhorst taught at John Knox Memorial Christian School in Fruitland, and Trinity Christian School in Burlington. |

Looking Way Back/ Looking Forward

Just as Redeemer responds to the challenges of growth as an institution, the time has come for *Images* to grow and adapt as well. *Images* has received a number of facelifts over the years, and the doctor has just ordered another one! With the goal of increasing interactivity with you - our reader - look for more pages, a new look, and new features in upcoming issues. As well, a website redesign for our alumni is in the works right now which will offer another dimension to the *Images* experience. We encourage you to let us know what you'd like to see in future issues of *Images* and our alumni website. Send your feedback to images@redeemer.on.ca!



Campus Master Plan



- ① Existing Academic Building
- ② Proposed Library/Academic Expansion
- ③ Proposed Academic Building Expansion
- ④ Proposed Institutional
- ⑤ Existing Townhouses
- ⑥ Existing Recreation Centre
- ⑦ Proposed Sports & Recreation Centre
- ⑧ Three Storey Residences
- ⑨ Proposed Seniors / Married Students Complex
- ⑩ Proposed Baseball Diamond
- ⑪ Existing & Proposed Parking
- ⑫ Potential Additional Parking
- ⑬ Existing & Proposed Parkettes / Commons
- ⑭ Soccer Fields
- ⑮ Basketball / Tennis Courts
- ⑯ Existing Forest

- Proposed Academic/Institutional
- Proposed Residential
- Proposed Recreational
- Existing Buildings

■ Drafted by Reinders Consulting in 2000, Redeemer's Master Plan lays out what the Ancaster campus could look like when developed for 1500 students.

